



30th UNOG Staff Coordinating Council 30ème Conseil de coordination du personnel de l'ONUG

Minutes of the 3rd meeting
Held on 16 April 2012 at 2 p.m. in Room 5

Present: Mounia Atiki, Mohamed Chiraz Baly, Vladislav Chouvalov, Mohamed Doumbouya-Fode, Jamshid Gaziyeu, Ahmed Ghailan, Zhongchao Hua, Elizabeth James, David Koné, Gloria Nwabuogu, Cathy Peck Arif, Rajamany Ramasamy, Dominique Rames, Ian Richards, Jean-Pascal Stancu, David Winch

1. Adoption of the agenda

The agenda was adopted unanimously after adding the report of the Financial Commission.

2. Adoption of the minutes from the 2nd meeting of the 30th Council

The minutes were adopted unanimously with a minor modification.

3. Report of the Executive Bureau

The Executive Secretary's report is attached.

4. Budget

The Executive Secretary presented the draft budget.

Ramasamy highlighted the need to ensure that staff contributions were increased and that the Council should conduct an audit of UN Special to ensure transparency at the magazine and examine why its contribution had been on the decrease. He also raised the need to ensure clarity in solidarity assistance and questioned the level of bank charges.

The Executive Secretary replied that an audit had been requested for UN Special and was being conducted by the Council Audit Committee and that all solidarity assistance was now granted by the Staff Benevolent Fund, which had rigorous and clear procedures. He added that the Financial Commission would be requested to review bank charges.

The budget was adopted unanimously.

5. Legal assistance

There were no legal cases.

6. Upcoming events

The Executive Secretary presented the upcoming meeting of the Staff-Management Committee, which would take place in Arusha from 12 to 23 June. The agenda would be dominated by mobility and internal justice. He proposed that the delegation, paid for by the Department of Management, be composed of the Executive Secretary and the President.

The President proposed that the delegation also be composed of a third member, paid for by the Council and asked for nominations from those present.

There being none, it was proposed that the Council approve the delegation and allow the Executive Bureau to select the third member.

With 12 for and 1 abstention the proposal was carried.

7. Amalthée

The President explained that the Council had conducted a feasibility study for a crèche at UNOG, which it had presented to staff in February and was also available on the website. The next stage was to prepare a full detail business plan. Inquiries to a large number of local crèches showed that there was only one reputable firm operating in the region. It had proposed to prepare the business plan with full costings and different scenarios for 14,900 CHF.

With 13 for and 1 abstention the proposal was carried.

8. CCISUA

The President proposed that Hua be added to the CCISUA delegation.

The proposal was approved unanimously.

9. Calling of an Extraordinary Assembly

The President proposed that an Extraordinary Assembly be called to explain the latest developments on the mobility policy and get feedback from staff, and to elect new polling officers and auditors.

The proposal was approved unanimously.

10. Training of staff representatives

The Executive Secretary noted that the Council had earlier approved six training places on courses offered by the General Federation of Trades Unions. Five of those places had now been taken and given the interest shown by staff representatives, a further six places should be financed. The places would be allocated by the Executive Bureau to staff representatives who expressed interest.

The proposal was approved unanimously.

11. Interagency games

The President noted that no proposal had yet been received from the Sports Commission.

12. Report of the Financial Commission

At the Financial Commission's request, the Council unanimously extended until further notice the delegation of authority of the Financial Commission to approve

grants to clubs of up to 3,000 CHF, where they are in line with the guidelines on funding (available on the website).

The Financial Commission reported that it had favourably reviewed an application for grant from the Cycling club.

It had also received a request for a grant from Ex Tempore for 4,000 CHF, which was above its delegation of authority of 3,000 CHF. The request was to print the magazine and organize an event to commemorate the 200th anniversary of Rousseau.

With 13 for and 1 abstention the Council approved the grant to Ex Tempore.

13. Any other business

The Deputy Executive Secretary informed the Council that an Office Assistant was being recruited but that in the mean time, members of the Council should share the burden of work.

The meeting ended at 3.45 p.m.

Report of the Executive Secretary

Since last Council meeting, 15 March 2012, the Bureau held 2 meetings.

The overall activity of the Bureau revolved around the themes:

- CCISUA General Assembly.
- JNC
- Assistance to the Council
- Legal cases
- Finance
- Reports of GFTU training

1. *CCISUA General Assembly*

a) Harassment,

The position paper will be jointly prepared by Mme. James et M. Stancu
A paper was submitted. It is currently under discussion.

b) Révision of CCISUA's statutes

Ms. Rames et Ms. Nwabuogu are working on WPF et ICTY proposal in order to take into accounts the Council's perspective.

c) Security

Faute de volontaire, ce sujet ne sera pas traiter.

d) FWA, Mme Peck et Mme James

Mme Peck, présente lors de la réunion, s'est proposé de fournir un projet de document sur le sujet. Mme James travaillera avec Mme Peck sur le sujet.

e) Productivity and quality control in the language service, M. Hua

M. Hua, présent lors de la réunion, s'est proposé de préparer un projet de document sur le sujet.

It should be noted that tomorrow's Bureau meeting will be reserved exclusively to working on our Council's submissions to the General Assembly (the deadline in Friday 20 April 2012).

2. *JNC*

A JNC took place on Tuesday 27 March 2012.

The agenda was as follows:

1. Flexible working arrangements
2. Temporary staff (re DM memo)
3. Fitness trail
4. Office assistance, equipment and administrative processing times
5. Update on continuous appointment

We have subsequently added this agenda item.

Security working hours

We understand that a proposal has been made for shift patterns to be modified at the weekend. As this affects conditions of work and in line with ST/SGB/274 we welcome this opportunity to begin a consultative process. As part of this, we would welcome information on the following, which we could then share with the staff concerned for their feedback:

- impact this will have on the workload of the remaining security staff, especially before 9 a.m. and after 5 p.m.

- impact on the safety of all staff in the Palais grounds before 9 a.m. and after 5 p.m.

As this is not the first proposal to change shift patterns (an earlier proposal for 12 hours shifts was made in February) and as we are conscious of the squeeze on resources, we reiterate the importance of starting consultative processes as early in the day as possible